



Plan International
South Sudan, Juba
Hal Jerusalem
P.O. Box 182

Tel: +211 922 555 049
www.plan-international.org

PLAN INTERNATIONAL SOUTH SUDAN

EXTERNAL JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese to fill the position of **"WASH Coordinator- to be based in Rubkona"**.

No. of Vacancies (1)

Job Title: WASH Coordinator
Department: Programs
Reports to: Project Director
Level: 13
Location: Rubkona



Approved
Ok-Smol, PS/HOLD
Bentiu, unity state

Purpose of the Role:

The Climate Proof Water for Food (W4F) Project is a multi-country (South Sudan and Ethiopia) and an integrated climate-resilience project supported by the African Development Bank. The project seeks to strengthen the resilience of vulnerable communities in Rubkona and Mayom Counties in Unity State, South Sudan, through climate-smart agriculture, food-security and livelihood interventions, climate-resilient water supply, sanitation and hygiene services, and improved management of floods and natural resources.

The project will work with communities, government institutions, local partners, and private-sector actors in Rubkona and Mayom counties of Unity State and national line ministries, including the Ministry of Finance and Planning (MOFP-SS), the Ministry of Agriculture and Food Security (MOAFS -SS), the Ministry for Water Resources and Irrigation (M W RI-SS), the Ministry Of Environment and Forestry (MEF-SS), the Ministry for Gender (MG-SS)



Ministry of Humanitarian Affairs and Disaster Management (MoHADM-SS). It will promote inclusive, gender-responsive, and environmentally sustainable approaches that strengthen food production, water security, and community resilience to climate change.

Dimensions of the Role:

The WASH Coordinator or Project Engineer will plan, coordinate, and support implementation of the AfDB-funded WASH-related project activities, including technical design, procurement support, construction supervision, and quality assurance of all water supply, flood management, and sanitation infrastructure delivered under Component A, ensuring that every asset is climate-resilient, accessible, and sustainably operated and maintained by the communities that depend on it.

The person will implement key agriculture activities and also provide technical support to project teams (WASH officers), contractors, partners, and government stakeholders to ensure WASH activities are implemented safely, responsibly, and in line with the “do no harm” principle.

Key End Results and typical Responsibilities:

- Lead hydrogeological and hydrological investigation, including electromagnetic sounding-based hydrological mapping, and use the results to site boreholes, shallow wells and multiple-use water systems.
- Prepare and review designs, technical specifications, drawings and bills of quantities for solar-powered multi-user water supply systems, rehabilitation and solarisation of non-functional systems, flood control structures (small dams, sand dikes, ponds, riverbank restoration) and flood-resistant sanitation blocks with menstrual hygiene management rooms.
- Supervise contractors on site, verify progress and workmanship, certify works and recommend interim and final payments, and hand over the construction works to line ministries and communities.
- Apply explicit climate-resilience criteria to every design — design flood levels, raised platforms, dry-season yield, drainage and universal accessibility — and document the basis of design.
- Support the establishment of Multiple-Use Systems and WASH committees, oversee operation and maintenance training and the supply of O&M kits, and ensure women hold at least 50 percent of active leadership and decision-making positions.
- Provide WASH capacity building training to line-ministry staff, WASH committees, and pump technicians
- Provide technical inputs to bidding documents, technical evaluation and contract administration in line with the Procurement Plan (Schedule III).
- Ensure that works comply with the ESMP, including site-specific screening or ESIA, contractor ESMPs, occupational health and safety requirements and nationally required permits, and report incidents to the Bank within 72 hours.
- Prepare the engineering sections of quarterly Project Reports, the mid-term review and the Completion Report, and maintain a complete asset and infrastructure register.
- Represent PI in WASH sub-cluster meetings, multi-sectoral assessments



Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them;

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children and staff
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of Plan International.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation of all stakeholders.

LEADERSHIP AND BUSINESS MANAGEMENT COMPETENCIES

Leadership Competencies;

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact.



BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

Technical Expertise, Knowledge and Skills Required to Achieve Role's Objectives:

Required Qualifications and Technical Expertise

- BSc in Civil, Water Resources, Irrigation, or Environmental Engineering; MSc is an advantage. Registration with a recognized engineering body is desirable.
- Minimum eight (8) years' experience in rural water supply, solar-powered pumping and sanitation infrastructure, of which at least three (3) in construction supervision and contract administration.
- Demonstrated experience in borehole siting, pumping-test interpretation, geophysical survey review, and flood risk or hydraulic analysis.
- Experience delivering works financed by a multilateral development bank, and familiarity with standard bidding documents and payment certification.
- Working knowledge of GIS and CAD; fluency in written and spoken English; knowledge of the local language in Unity State and Juba Arabic is an advantage.
- Proven experience managing field teams, local partners and institutional donor budgets and compliance requirements.
- Fluency in written and spoken English; knowledge of Unity State and of Nuer or Juba Arabic is an advantage.
- Experience working in fragile, conflict-affected, displacement or flood-prone environments is strongly preferred.
- Strong report-writing, analytical, facilitation and stakeholder-engagement skills.
- Proficiency in Microsoft Word, Excel and digital data-collection tools.

Key Skills

- Integrity and professional accountability
- Attention to detail
- Conflict sensitivity and cultural awareness
- Community engagement and facilitation
- Problem-solving and sound judgment
- Ability to work independently in challenging field conditions
- Effective communication and teamwork
- Commitment to gender equality, inclusion and safeguarding



Communications and Working Relationships:

Working contacts inside and outside the organization, include the purpose and level (high, medium, low) of the contact.

Internal;

- Project staff
- CO WASH, Protection and FSL team
- Visiting National Offices and Donor staff
- Other Plan staff

External;

- Community and its leaders
- Children and their families
- Parents and other members of the communities
- Other partners
- WASH and FSL cluster
- Local line ministries



PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace



- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder has a travel required of 40% to the field areas and the country office.

Level of Contact with Children:

- High level of contact with children

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications should be marked “Application for the Position of “WASH Coordinator” Based in Rubkona” and should be addressed to:

The Director of People and Culture - Shared Services
Plan International South Sudan
Juba, Hai Jerusalem.

Applications can be submitted via email to hr.ss@plan-international.org or Hard copy Applications should be submitted to Plan International office in RUBKONA.

The closing date for receipt of applications is before close of business on Thursday, 22nd October 2026.

All applicants interested in this position are required to **update their Curriculum Vitae (CV)** to include the **most recent employer and referees’ official email addresses.**

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